



Pragati mahila samaj Bhandara



PRAGATI MAHILA KALA MAHAVIDYALAYA BHANDARA
Affiliated to RTM Nagpur University Nagpur permanent affiliated 2f 12 b of
UGC Act1956

***Women's Grievance Redressal
Committee***

Near S.T Work Shop Mangal Pande Ward, Nagpur Road Bhandara, 441904

URL: <https://www.pmbhandara.org/>

Email. – pragtimahila.college@gmail.com

Women's Grievance Redressal Committee

Overview

In 2013, after a span of 16 years, India finally enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (hereinafter referred to as the 'Act') for prevention of sexual harassment against women at the workplaces. The Central Government vide notification SO 3606 (E) appointed 9 December 2013 as the date on which the provisions of the Act came into force and on the same day, the Central Government made the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013 ("Rules").

It is an act to provide protection against sexual harassment of women at workplace and for the prevention and Redressal of complaints of sexual harassment and for matters connected therewith or incidental there to.

Sexual harassment includes such unwelcome sexually determined behavior (whether directly or by implication) as:

- Physical contact and advances
- A demand or request for sexual favours
- Sexually coloured remarks
- Showing pornography
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

Objective:

- The Act is enacted by the Indian Parliament to provide protection against sexual harassment of women at workplace and prevention and redressal of complaints of sexual harassment. Sexual harassment is termed as a violation of the fundamental rights of a woman to equality under Articles 14 and 15 of the Constitution of India and right to life and to live with dignity under Article 21 of the Constitution of India. Sexual harassment is also considered a violation of a right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment.
- Women's Grievance Redressal Cell is a growing community of women in Trident Academy of Technology, whose purpose is to learn, educate and collaborate on ideas that have the power to effect meaningful and positive change while fighting the odds they face. Sexual harassment at the work place or other than work place if involving employees is a grave offence and is therefore, punishable.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013

In exercise of the powers conferred by section 29 of the sexual Harassment of Women (Prevention, Prohibition and Redressal) Act 2013(14 of 2013), the Central Government hereby makes the rules.

Following these rules Women's GRC made this structure given below:

Structure:

- A committee of senior members would be constituted by the management to consider and redress Complaints of Sexual Harassment. This Committee will be known as **“Internal Complaints Committee” (ICC)**.
- One member from the top of the Management.
- One member from the top of the Administration(Male).
- One Legal Advisor as a member.
- One Social worker as a member.
- One member from the level of Professor(Female).
- One faculty member from each department.
- One member from non teaching group.
- One member from student committee.

Grievance Redressal Committee (women)

Internal Complaints Committee

Sr.No	Name	Designation	Mo. No
1	Dr.Shyamkumar Charde	Principal	9822941192
2	Mrs .Rekhatai P.Deshkar	Secretary of the pragati mahila society	
3	Dr.Jayshree S.Satokar	Nodel officer (ICC)	9420865483
4	Dr. Gajanan N.Kalambe	Member	9422833482
5	Dr. Krishna R. Paswan	Member	9422134001
6	Miss. Sukeshani Kumbhalkar	Counselor family counseling center	9322218364

Rule-

1. Any woman employee who feels and is being sexually harassed directly or indirectly may submit a written complaint of the alleged incident to any member of the ICC Committee, as per the format with her signature preferably within 7 days of occurrence of incident and not later than 90 days.
2. The committee will meet at least twice or more times in a month to resolve the grievances depending on the seriousness of the complaint.
3. To take conclusive decision and submit its recommendations to the deciding authority for removal of alleged grievances.

Procedure-

1. A compliant box is provided at the ground floor of 2nd block for students.
2. Similarly another compliant box will be provided at 1st floor (in front of ETC Department) of the same block for the staff.
3. All grievances referred to the Grievance Redressal Committee for women (ICC) shall be entered in a Register by designated member.
4. All complaints should be resolved within a time frame by looking into its seriousness and by two way approach.
5. During the pendency of an inquiry on a written request made by the aggrieved woman the ICC may recommend to the employer to transfer the aggrieved woman to any other workplace, grant leave to the aggrieved woman up to a period of three months, grant such other relief to the aggrieved woman.
6. On the completion of an inquiry the ICC shall provide a report of its findings to the employer within a period of ten days from date of completion of the inquiry and such report be made available to the concerned parties.
7. The management can impose the following penalties, which are indicative and not exhaustive on an employee who is found guilty of sexual harassment. These can be further classified as minor and major penalties, as follows:
 - **Minor Penalties:** Written warning
 - **Major Penalties:**
 - Withholding of promotion
 - Withholding of salary
 - Demotion
 - Transfer
 - Suspension from job
 - Termination of service

grievances addressed and action taken.

9. On the completion of an inquiry the ICC shall provide a report of its findings to the employer within a period of ten days from date of completion of the inquiry and such report be made available to the concerned parties.
10. The management can impose the following penalties, which are indicative and not exhaustive on an employee who is found guilty of sexual harassment. These can be further classified as minor and major penalties, as follows:
 - **Minor Penalties:** Written warning
 - **Major Penalties:**
 - Withholding of promotion
 - Withholding of salary
 - Demotion
 - Transfer
 - Suspension from job
 - Termination of service
11. The ICC will submit Annual report to the employee noting all the grievances addressed and action taken.


IQAC COORDINATOR
Pragati Mahila Kala
Mahavidyalaya, Bhandara




Principal
Pragati Mahila kala
Mahavidyalaya, Bhandara